



# Agenda Report

November 18, 2024

**TO:** City Council  
**FROM:** Mayor Victor M. Gordo  
**SUBJECT: APPROVE AN EMPLOYMENT AGREEMENT FOR CITY ATTORNEY/CITY PROSECUTOR**

**RECOMMENDATION:**

It is recommended that the City Council:

1. Find that the proposed action in the agenda report is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15061(b)(3) "Common Sense" exemption; and
2. Approve an employment agreement for City Attorney/City Prosecutor Michele Beal Bagneris to provide an increase to salary and the classification's salary control rate. It is further recommended that the Mayor be authorized to sign the employment agreement to reflect City Council-approved changes.

**BACKGROUND:**

On August 27, 2018, the City entered into an employment agreement (Contract No. 23,016) with Michele Beal Bagneris as City Attorney/City Prosecutor. The employment agreement has been modified by the City Council five times on February 25, 2019 (Contract No. 23,016-1), March 9, 2020 (Contract No. 23,016-2), December 13, 2021 (Contract No. 23,016-3), November 21, 2022 (Contract No. 23,016-4), and December 4, 2023 (Contract No. 23,016-5).

As a result of the City Attorney/City Prosecutor's recently completed performance evaluation covering 2023-2024, the Council recommends approving the attached new employment contract for Michele Beal Bagneris. This contract incorporates prior amendments plus the following modifications:

1. Compensation/Salary – Effective the pay period that includes November 1, 2024, the City Attorney/City Prosecutor will be paid a base annual salary of \$368,791, representing a 10% salary increase, and the salary control rate for the City

Attorney/City Prosecutor classification shall also be \$368,791. The increase provides a general wage increase and alignment with the regional labor market.

2. Bonus Pay – The City Attorney/City Prosecutor will receive a one-time, lump sum payment of approximately \$36,879 (10% of salary) in recognition of her superior performance and accomplishments during this evaluation period.

**COUNCIL POLICY CONSIDERATION:**

The approval of the employment agreement supports the City Council's strategic goal of maintaining fiscal responsibility and stability.

**FISCAL IMPACT:**

The approval of the employment agreement for the City Attorney/City Prosecutor is estimated to have an overall FY 2025 impact of \$65,402 which includes a one-time cost of \$36,879. This position is budgeted to the General Fund (101), and the City Attorney Department's FY 2025 Operating Budget includes appropriations for anticipated wage increases. However, staff will monitor personnel expenses and request additional appropriations during the fiscal year if necessary.

Respectfully Submitted,

  
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VICTOR M. GORDO  
Mayor

Prepared by:

  
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Human Resources Director

Attachments:

Attachment A – City Attorney/City Prosecutor Employment Agreement